

## Classroom Teachers' Leaders Discuss School Problems Over National Networks



The story of classrooms without teachers and other conditions inside the public schools were told to parents and public by A. F. of T. leaders from the Fort Wayne convention, in public service Round Tables over the National Broadcasting Company and the Mutual Broadcasting System. Left, preparing for their program before N.B.C.'s microphones are Turner H. Trimble of Chicago, A. F. of T. vice-president, moderator, and program participants, Carl J. Megel of Chicago, A.F.T. president, and James L. Fitzpatrick of Milwaukee, and Miss Hope V. Carey of Pawtucket, R. I., vice-presidents, with Miss Betsy Ross, supervisor of public affairs and education of Chicago stations WMAQ and WNBQ-TV, standing. Right, at Mutual Broadcasting System's microphones are Charles Cogen, president of the New York Teachers' Guild; Mr. Megel; Herrick Roth of Denver, and Edward A. Irwin of Los Angeles, A. F. of T. vice-presidents, with Russ Porterfield, Fort Wayne station WKJG production director, standing. Mr. Roth was program moderator.



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Democracy in Education... Education for Democracy

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## ASKS \$5,000-\$9,000 PAY FLOOR For Fifty Thousand Members in Fifty-Six!

### Goal Is Fixed For New High In Next Year

FORT WAYNE, Ind.—A membership goal of 50,000 in the American Federation of Teachers by the end of the 1955-56 school year, mid-way in the Federation's 40th Anniversary Year, was projected by Carl J. Megel, president, at the 38th annual convention here.

Megel announced that the membership at the end of the 1954-55 year stood at 46,583, highest in history, and that October, this year, will again be "Membership Month" when locals will join in a united membership invitation for the necessary new members. He added that quotas (membership goals) (Turn to Page 2)

### Pledges Labor Aid to Teachers



William F. Schnitzler, A. F. of L. secretary-treasurer (center) urges American Federation of Teachers to increase its organizational effort, in opening day talk at Fort Wayne convention. At left is William P. Swan of Gary, Ind., A. F. of T. vice-president and general convention chairman; Carl J. Megel, A. F. of T. president, right.

### Convention Adopts Minimum Salary, Severance, Working, Sick and Retirement Aims

#### Labor Unity To Aid Teachers --- Schnitzler

FORT WAYNE, Ind. — Increased organization of the teachers as an objective of the merged A. F. of L. and CIO was stressed by William F. Schnitzler, secretary-treasurer of the A. F. of L., before the 38th annual convention of the American Federation of Teachers here.

Schnitzler called upon the A. F. of T. to increase its own organizational efforts and to work with other labor organizations (Turn to Page 8)

FORT WAYNE, Ind. — Delegates to the Fort Wayne convention voted that the American Federation of Teachers will henceforth support a single salary schedule starting with at least \$5,000 at the bachelors level, reaching \$9,000 in eight or less steps.

The new salary demand was recommended in a report of the committee on salary and working conditions of which Charles E. Boyer of Local 238, Minneapolis, was chairman, and Miss Verone Nuchten of Local 833, West New York, N. J., was secretary.

The delegates also adopted the committee's recommendation for (Turn to Page 2)

### Revisions of Constitution by Fort Wayne Convention

By Edward F. Jerrow

Vice-President, American Federation of Teachers and Chairman, Constitutional Revisions Committee.

FORT WAYNE, Ind. — The National Convention of 1954 directed that a part of the convention of 1955 be a Constitutional Convention, and that all amendments submitted at the 1954 convention should be before the 1955 convention. During the year additional recommendations for amendments were received from the locals and from

a special committee of the Executive Council.

All of these proposals were before the convention Constitutional Revisions Committee for their consideration and for recommendation to the convention. This procedure resulted in the adoption of changes in the constitution which will be reported to locals in exact detail in the near future.

#### President Now Administrator

New provisions in the constitution center the responsibility for administering the policies of (Turn to Page 10)

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### Legislature Takes Gag Rule Off San Francisco Teachers

By Douglas Stout

SAN FRANCISCO, Calif. — This fall I can sign my name to this article.

I can campaign for or against school board members, mayors, supervisors. I can tell my students without equivocation that the people of America have the right to speak and act freely in accordance with their beliefs.

Least this statement sounds like Fourth of July oratory in the public park, I had better explain its dramatic significance

Douglas Stout is the "responsible public school teacher" who reported the San Francisco "gag rule" in the March issue of the American Teacher, but could not sign his name to it for obvious reasons. At that time he was editor of Local 61's The Reporter. He has since joined the language-arts staff of San Francisco State college, while continuing as a Local 61 member.

for San Francisco public school teachers.

Early last spring I was afraid (Turn to Page 2)



### New A. F. of T. Aims

(From Page 1)

an additional spread up to \$500 a year for training above the Bachelor's degree, and voted that all salaries should be based on training and experience rather than on merit rating.

The report set forth a program for Locals in attaining the schedule. It also urged that severance pay be based on 5 days for each year in the present system upon retirement, or unused accumulated sick leave, whichever feasible.

#### Ten Days Sick Leave

A sick leave goal of at least 10 days per year accumulative to 200 days was also projected. After recommending that the exchange teacher program be encouraged, the convention then turned to working conditions and called for class loads not to exceed 25 pupils.

Communities were told that their school boards should have "adequate power" to impose taxes at the local level, to operate their schools, including payment of increased teachers' salaries.

Locals were warned not to be misled by the "usual diversionary attempts to broaden the tax base as a promise for future increases," and to join with other groups for increased state aid and the establishment of Federal aid.

#### Social Security Coverage

Teachers not having a pension system were urged to avail themselves of opportunity for coverage under social security, and to obtain enabling legislation for social security coverage before Dec. 31, 1957, in order to get retroactive coverage.

For teachers with existing pension systems now considered inadequate, the adopted report recommended supplementation by social security, as well as efforts to improve the pension systems, but warned of conditions to be taken into consideration in their procedures.

#### Principal-Teacher Relations

In a chapter on the old question of principal-personnel relations, the report warned that the objective should be to foster the best education for the children, and to this end the principal must:

Create an atmosphere of mutual respect and cooperation, set an example of democratic leadership, exemplify moral integrity in relations with the teacher, provide helpful and constructive supervision.

Also, assume cooperative authority in maintaining discipline, defend his teachers before parents and pupils, make all routine assignments fairly and equitably, and call teachers meetings only when they are needed.

### Kills Gag Rule

(From Page 1)

to sign a story which told how the political rights of about 3,600 San Francisco teachers were taken away after we campaigned against one of the board members.

At that time, the San Francisco board of education passed a rule in final form that prohibited its staff from campaigning for candidates for mayor, city and county supervisors and members of the board.

#### Acted in Retaliation

The school board had acted in

retaliation to an unsuccessful effort of the San Francisco Federation of Teachers, Local 61, to unseat John Levison from the board after he had voted to cut the school budget and increase the size of many classes.

Assemblyman Elliot agreed with the teachers and introduced a bill in the state legislature (Assembly, 203) prohibiting boards of education from restricting the political rights of California teachers. Working with Elliot, the San Francisco Federation of Teachers got the bill safely through both houses. Then Gov. Goodwin Knight signed it, making San Francisco teachers first class citizens again.

Our victory is worth noting because it is partly accounting for the continued growth of the teachers' union in San Francisco and elsewhere in California.

#### "Invaded The Home"

Arthur Stewart, president of Local 61, declared that the language of the outlawed regula-



Mr. Stewart

tion would have even prevented him from suggesting to his wife how to vote. "When the Board of Education invaded my home, that's going too far," Stewart said.

Signing of the Elliot bill not only gave teachers back their political freedom but prevented similar action on the part of other boards throughout the state.

Helping the San Francisco Federation of Teachers get the bill through the legislature was the California Federation of Teachers and the San Francisco and California Federations of Labor.

### Passed 3 Other Bills

Three other bills sponsored by the California Federation of Teachers were passed by the legislature this year and were signed by the governor.

These bills dealt with sabbatical leave pay, adult education program for penal institutions, and a fair employment policy for schools.

The leave bill changes the permissive features of the previous law and makes it mandatory that the school board pay at least one-half of the teacher's salary while on leave and may pay the teacher his full salary.

The fair employment bill says that it is contrary to the public policy of the State of California for a school administration to refuse to hire qualified teachers because of race, color, religious creed, or national origin.



Illinois tied with Michigan for the largest number of Locals achieving their membership goals in the last year, and Certificates of Recognition were presented to both states, accordingly, at the Fort Wayne convention. Illinois leaders with certificate, from left: Louisa Grisham, president, Springfield Federation of Teachers, Local 601; Walter Werre of Chicago, president, Illinois State Federation of Teachers; and Mrs. Rosalie Kraus, president, Moline Federation of Teachers, Local 791.

### For 50,000 Members

(From Page 1)

will be sent to all locals in September.

#### New Aids for Locals

Aid will again be given by the American Federation of Teachers, to include a Membership Manual, "Ten Steps to a Majority Local," and a new membership invitation folder, "For Teachers of Today and Tomorrow," which is being issued to all locals. This new folder has been prepared especially as an aid for locals in their early fall membership campaigns. It can be supplemented by our widely used one, "What Membership in the American Federation of Teachers Means to You."

The slogan will be: *Fifty Thousand in Fifty-Six!*

In proclaiming October as membership month, Megel said the need for united effort by classroom teachers through the A. F. of T. has never been so great, and that the A. F. of T., since its founding in 1916, has demonstrated its ability to solve teacher problems in the nation, the state, and the community.

"Teachers have been told," Megel said, "that the time is here to stand up and be counted. Victory after victory has been recorded in the last 40 years, when they stood up together in our dynamic organization for better salaries, better classrooms and better working conditions."

### Citations to 88

Megel told convention delegates at the annual banquet that the significant increased membership gains in the last year, was a "prelude to major progress." At the same time, he cited 88 locals which attained their membership goals in the past year and urged them to spearhead for the new 40th Anniversary Membership quotas.

The citations were in the form of Citation Award certificates, in black and gold, declaring after the name of the local, "Through this effort, this local has aided teachers in its own area, and nationwide, in the struggle to attain the status the teaching profession deserves."

Locals making or exceeding

their 1954-55 Membership Quotas and not previously listed as having done so in the American Teacher or American Teacher magazine, were:

Colorado: San Isabel, Local 1208. Delaware: Federation of Delaware Teachers, Local 762. Illinois: Springfield, Local 601; Southwest Suburban, 943, and East St. Louis, 1220. Indiana: Gary, 4. Maryland: Baltimore, 340. Massachusetts: Lynn, 1037. Also, Michigan: East Detroit, 698, and Lincoln Park, 910. Minnesota: Minneapolis Women's, 59; West St. Paul, 1148, and Richfield, 1204. Nebraska: Omaha, 695. New Hampshire: Nashua, 1044. New Jersey: Newark, 481, and West New York, 833. Oregon: Salem, 1162. Rhode Island: North Providence, 920. South Dakota: Sioux Falls, 1099.

The Illinois and Michigan State Federations of Teachers received Recognition Awards at the banquet for having the largest number of locals, 13, reaching or exceeding their last year's membership quotas. Minnesota was second with 12 locals over the top, and received an honorable mention certificate.

### New Locals Formed

Nineteen new locals, several larger than usual, were organized during the last year, Megel reported. These locals were:

California: Pomona Federation of Teachers, Local 1226. Connecticut: Administrators and Principals' Union of New Haven, 1227, and Berlin Federation of Teachers, 1233. Minnesota: Gale (Minneapolis) Trade School Union, 1228; Winona Federation of Teachers, 1232; Minnesota Department of Education Federation, 1240, and Anoka Hennepin Federation of Teachers, 1244.

Also, New York: Albany Federation of Teachers, 1229. Illinois: Thornton Township Federation of Teachers, 1230; Community Unit District 2 (Mattoon) Federation of Teachers, 1234; Bradley-Bourbonnais Federation of Teachers, 1237, and L. P. and L. P. O. (Peru and LaSalle) Federation of Teachers, 1243. Michigan: Marquette Federation of Teachers, 1231;

Lansing Federation of Teachers, 1236, and Fraser Federation of Teachers, 1239.

Also, West Virginia: Kanawha County Federation of Teachers, Local 1235. Arizona: Pima County Teachers Union, 1238. Alabama: Gadsden Federation of Teachers, 1241. Colorado: Lake County Federation of Teachers, 1242.

## Presidio Hill Teachers Win Union Contract

SAN FRANCISCO, Calif.—Tenure provisions, job protection clauses, paid sick leave policy were all included in a remarkable contract the San Francisco Federation of Teachers, Local 61, successfully negotiated this year with Presidio Hill School, a private school in San Francisco.

It is believed that the type of contract is unprecedented in California and perhaps throughout the country for it provides the individual teacher a personal union-type contract. The agreement also provides that contract provisions may be reopened for negotiation by the mutual consent of the teaching staff and the board.

Arthur Stewart, president of the San Francisco Local, announced that with Presidio Hill school as a precedent an all-out drive will be made to organize other local private schools to secure for the employees the right to negotiate, settle grievances and establish the conditions of employment on a contractual basis.

## Illinois Tenure Case Appealed To Higher Court

WAUKEGAN, Ill.—A suit to protect tenure rights of Illinois teachers has been carried by the Lake County Federation of Teachers, Local 504, to the Appellate court in Ottawa, Ill., after an adverse decision in the Lake county circuit court.

The case grew out of the dismissal of eleven teachers, most of whom were under tenure, by Waukegan Township high school after a shift of students to a new North Chicago high school. Some teachers not yet under tenure were retained.

The appeal was filed by John Lichtenberg, also A. F. of T. attorney, on behalf of Homer Hankenson and Avis Youngberg, who were under tenure, but were among those dismissed.

Benton Doherty, Local 504 president, said the American and Illinois Federations of Teachers are aiding in the appeal, in order to help protect the tenure rights of teachers who may face similar dismissal.

HELP continue treatment for POLIO VICTIMS



ELIZABETH KENNY Polio FOUNDATION NATIONAL HEADQUARTERS • MINNEAPOLIS, MINN.



# Summary of Convention Resolutions, Actions

FORT WAYNE, Ind. — The 38th annual convention of the American Federation of Teachers passed a series of resolutions and actions to stimulate growth of the organization as well as protect and improve the welfare of teachers generally.

It formally asked the A. F. of L.-C.I.O. to join in a nationwide fight for adequate state tenure laws, adopted a policy of procedures on Fifth amendment cases, and moved further toward integration of any locals not yet having completed the step.

The convention passed a resolution from the tenure committee of the Executive Council, headed by F. Earl McGinness, Jr. of Wilmington, Del., vice-president, to be presented to the Dec. 1 A. F. of L. convention which would pledge the combined labor movement to work for the enactment of the tenure laws.

The resolution asks for laws in all states placing teachers under tenure, to be discharged only for specific and proven causes after reasonable probation. It spelled out procedures for the charges and the hearings.

## Defense Fund Policy

On recommendation of the Executive Council, the convention also set up a statement of policy, the first of its kind, to govern grants from the defense fund. The statement provides for a preliminary investigation by the Local concerned, and an allocation of the funds through the Local, with safeguards for expenditure.

One clause of the statement provides that no funds shall be granted for the defense of any person where the local or the governing body thereof has found that the membership of person concerned is in violation of Section 11 of Article 3 prohibiting Fascist, Nazi or Communist membership. The clause added:

"To insure that there is no such violation, the person to be defended shall select an attorney approved by the Executive Council of the A. F. of T. He shall submit to this attorney an affidavit as to his present membership or date of termination of membership in an organization whose members are subject to totalitarian control."

Subject to this policy, the convention approved an Executive Council grant of \$1,500 for the

## AFL Convention Delegates

FORT WAYNE, Ind. — The A. F. of T. Fort Wayne convention elected the following delegates to the American Federation of Labor convention, beginning Dec. 1, in New York city, and at which the merger of the A. F. of L. and the C.I.O. is scheduled for completion:

Carl J. Megel of Chicago, president; Arthur A. Elder of New York city, past vice-president; Selma Borchardt, Washington, D. C., representative, and Herrick S. Roth of Denver, vice-president of the A. F. of T.; also John M. Fewkes of Chicago, president of the Chicago Teachers Union, Local 1.

legal defense and reinstatement of Dr. Robert Lowenstein, Perry Zimmerman and Mrs. Estelle Laba, members of the Newark (N. J.) Teachers Union, Local 481, who were dismissed by the Newark board of education solely on the ground that they availed themselves of the Fifth amendment before a Congressional investigating committee.

## Acts to Speed Integration

The convention also enacted a resolution calling on Locals concerned to further work for integration in accordance with the U. S. Supreme Court decision, and instructed the Executive Council as of June 1, 1956, to suspend the charter of any Local whose constitution is in violation of Article 4, Section 7, of the A. F. of T. constitution which requires that charters not be on a basis of race or color.

The Executive Council was instructed to make an investigation of Locals not having communicated with it on the matter of integration, and appointed the following committee to do so: Mrs. Veronica B. Hill of New Orleans, chairman; Edward F. Jerrow of Cleveland, William P. Swan of Gary, Ind., all Executive Council members; and Carl J. Megel of Chicago, president. The convention took cognizance of the fact that the American Federation of Teachers is the largest entirely voluntary organization made up and controlled by classroom teachers and recommended that it continue its program of education . . . as citizens and professionals



Welcome to Pittsburgh in '56: Right, George Evan, Jr., president of Pittsburgh Vocational and Industrial Arts Federation, Local 885, talks about next year's convention with Mary Wagner, delegate from Cleveland Teachers Union, Local 279, and Ben Rust of Richmond, president of the California State Federation of Teachers.

through affiliation and active participation in the programs of local teachers' unions and state federations of teachers in cooperation with organized labor.

It sent a resolution to the A. F. of L. and C.I.O. notifying them of the A. F. of T. role in education and pointing out that the N.E.A. and its affiliated state educational associations cannot be bona fide representatives of teachers on matters relating to their professional status.

## Other Resolutions

Another resolution opposed the construction of the Echo Park dam in Dinosaur National Monument as a "totally indefensible encroachment" on the National Park System.

The recent, then abandoned order of the Georgia state board of education firing teachers belonging to the National Association for the Advancement of Colored People was condemned

by the convention, as was the "substituted loyalty oath." Delegates to the A. F. of L. convention were instructed to solicit A. F. of L. moral, legal and economic support for the victims of this violation of human rights.

A resolution brought in by the New York Teachers Guild, Local 2, that the A. F. of T. urge congress to revise the McCarran-Walter act was adopted, as was one from the International Relations committee urging a system of universal disarmament subject to properly controlled international inspection administered by the United Nations. Another resolution called for settling world problems by peaceful negotiations.

Also adopted was a report of the International Relations committee supporting the international exchange of teachers, to include in all the free nations of the world.

## A. F. of T. 1956 Convention In Pittsburgh

FORT WAYNE, Ind. — The A. F. of T. Executive Council in post-convention session in Fort Wayne, selected Pittsburgh, Pa., as the 1956 convention city, with the William Penn as the headquarters hotel, accepting an invitation from the Pittsburgh Federation of Teachers, Local 400, and the Pittsburgh Vocational and Industrial Arts Federation, Local 885.

James L. Fitzpatrick of Milwaukee, Wis., will be chairman of the convention committee, with Turner H. Trimble of Chicago, and Raymond R. Peck of Columbus, members. All are A. F. of T. vice-presidents.

## Indiana Teachers Minimum Salary Schedule Raised

GARY, Ind. — Indiana state teachers minimum salary schedule was increased during the 1955 legislative session, Miss Ann Maloney of Gary, Indiana Council's legislative chairman, reported.

The new law provides a \$378 raise in minimum salaries for 2 and 3-year trained teachers and a \$252 increase for teachers with 4 and 5 years training.

Miss Maloney said "perhaps the most outstanding gain the Indiana teachers made was enactment of a bill giving the teachers social security benefits in addition to their pension."

## Names Clarke Organizer On West Coast

Henry Clarke, for the last year executive secretary and legislative representative of the California State Federation of Teachers, has been employed by the Executive Council as an American Federation of Teachers organizer on the west coast.

Clarke, 32, a member of the Rose Bowl football team while at the University of California, Berkeley, hung up an enviable record for the C. S. F. of T. both in organization and legislative work.

L. B. Richards, a business agent for the carpenters, interested him in trade unionism during summers that he worked for a match company. Later, Clarke taught school for two years at Napa, Calif., and helped organize the Napa County Federation of Teachers, Local 1222.

Ben Rust, California State Federation of Teachers president, said "more work toward knitting labor support of the teachers union movement was done under Clarke's direction than at any time previously."

C. J. Haggerty of Sacramento, secretary-treasurer of the California State Federation of Labor, was one of the labor leaders recommending Clarke for the A. F. of T. job, declaring he rendered "splendid service" during the California legislature.

## New History of A. F. of T. To Be Off Press This Month

FORT WAYNE, Ind. — A new book on the formation and history of the American Federation of Teachers, the first of its kind, was announced at the organization's 38th annual convention here.

The book, entitled, "Organizing the Teaching Profession," depicts social, economic and educational factors which combined during the early years of the 20th century and up to now to spark organization and growth of the federation.

The volume was written and compiled by the American Federation of Teachers' Commission on Educational Reconstruction. Arthur A. Elder of New York City, chairman of the Commission and a past A. F. of T. vice-president, said it is expected to be off the presses and ready for distribution in September.

"The book outlines the work and objectives of the teachers' federation for teachers and for children," Mr. Elder said, "and explains why early leaders affiliated the organization immediately with the American Federation of Labor."

He added that although it will be regularly priced at \$4.50 per copy, a limited number are available to members at \$2.50 from the American Federation of Teachers. Orders should be placed immediately, before this supply is exhausted.

Other members of the commission compiling the book are Dr.

George Axtelle, professor of philosophy in New York City College and a past vice-president of the A. F. of T.; Selma Borchardt of Washington, D. C., legislative representative and a past vice-president of the A. F. of T.; Drs. John L. Childs and George S. Counts, both retired professors of education of Columbia University; Carl J. Megel of Chicago, president, and Joseph F. Landis of Cleveland, a past president of the A. F. of T.; Joseph M. Rourke, secretary-treasurer of Connecticut Federation of Labor, and Dr. Robert Ulich, professor of philosophy of Harvard University. Dr. Counts is a former president of the A. F. of T.

## Cost of Summer Study Deductible From Income Tax

CHICAGO — A Washington dispatch in the Chicago Tribune recently reminded teachers that a 1951 ruling of the Internal Revenue department allows that teachers who are required to attend summer school in order to maintain their positions to deduct tuition, room rent and cost of travel from their income tax as business expense.

The dispatch said, however, that a recent ruling holds that teachers who travel for their education when not required to do so, may not deduct the expenses.



They staffed panel on organization at Fort Wayne convention: Philip Proper, delegate from the Albany (N. Y.) Federation of Teachers, Local 1229, and Martin Maser of Phoenix, Ariz., delegate from Salt River Valley Federation of Teachers, Local 1010.



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## Federal Aid a Proven Need

By Turner H. Trimble

Anyone familiar with the facts of our present and rapidly growing classroom shortage can only be appalled by the failure of Congress to provide Federal aid to help reduce the critical and urgent need for school construction — appalled, because as Earl J. McGrath, former commissioner of education, remarked last November:

"To any fair observer the facts indicate that the bills for Federal financial assistance for the construction of schools introduced three or four years ago, and again in the last Congress by more than a dozen representatives and senators of both parties, should have passed long since."

What are these facts for "any fair observer" to see, and by what authority?

A school facilities survey authorized by Congress in 1950, financed by a \$3 million appropriation, and made by state departments of education under the general direction of the United States Office of Education, showed that many states and local communities were not able to provide adequate funds for even their 1952 needs in school construction.

It was then estimated by local school districts that within their bonding and taxing limitations and using available state aid, they would be able to provide only \$5.9 billion of the \$10.6 billion needed. Moreover, it was estimated that in the next five years the need would grow to approximately 720,000 new public elementary and secondary classrooms and related facilities, at a cost of \$28 billion.

These are not figures dreamed up by an expansionist bureaucrat in Washington but are, as Mr. McGrath has pointed out, "the validated statements of the chief state school officers in the several states based on a study of needs in local school districts."

Yet despite this expensive, comprehensive, and carefully documented study, Mrs. Hobby, until recently the secretary of Health, Education and Welfare, chose to question the fiscal need of the states and their school districts, to wait for every state to hold a "conference of representative citizens" to talk over their school building needs and to report them at a White House Conference on Education, before making up her mind.

The Senate Committee on Labor and Public Welfare of the 2nd Session of the 83rd Congress did not, however, concur in these views of Department of Health, Education and Welfare, and concluded in its reports in *Emergency Federal Aid for School Construction* that:

"On the basis of information before your committee, it is clear that the need for construction of additional public elementary and secondary school facilities is critical and immediate; that it cannot await the conduct of (these) conferences and studies and the recommendations resulting therefrom; and that Federal aid of an emergency nature is essential to

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## Messages to the Convention

From America's Leaders

The following messages and greetings to the 38th annual convention of the American Federation of Teachers in Fort Wayne, were read by President Carl J. Megel at the opening session:

### From the President of the United States

"Please extend my greetings to the members of the American Federation of Teachers on the occasion of your annual convention. The children of America deserve the best training that good schools and good teachers can give them. Only through such training can these young people be prepared to perform in the best possible way the duties which citizenship in a democracy imposes.

"With the need to provide more classroom facilities for our expanding student population goes the necessity of alleviating the serious shortage of teachers in our nation. One fundamental way to make sure our schools have enough good teachers is to pay teachers salaries commensurate with the service which they perform for the individual family and community and for our country as a whole.

"Members of the American Federation of Teachers have a great responsibility — a responsibility of imparting to our youth the understanding and knowledge and the discipline of concentration and study which will give strength to their lives and to our nation. My best wishes to all of you for a successful and constructive convention."—Dwight D. Eisenhower, The White House.

### From the President of the A. F. of L.

"Please convey my personal and official greetings to the officers and delegates in attendance at the annual convention of the American Federation of Teachers at Fort Wayne, Indiana.

"We share your deep disappointment in the failure of the Administration and Congress to take effective action at this session on the nation's educational crisis. This problem is bound to become more acute as time goes on. We must consider the lack of action this year as a temporary setback, rather than a defeat, and launch an even more vigorous campaign next year for an effective program of Federal aid to education for the construction of new schools and the lifting of teachers' standards to a level of decency.

"The impending merger of the American Federation of Labor and the Congress of Industrial Organizations will help us to achieve this, as well as other legislative goals. It is to be expected that a united labor movement, representing more than 15 million American workers and their families, will command greater respect in Washington and exert a truly constructive influence for favorable action on programs in the public interest."—George Meany.

### From the President of the CIO

"Please convey to the delegates of the American Federation of Teachers the warm fraternal greetings of the Congress of Industrial Organizations. The American Federation of Teachers has a noble history of fighting for the economic advancement and the dignity of the splendid group of Americans in whom the parents of this country can trust the education of their children. It is natural and fitting that the American Federation of Teachers has been known for its record of progressive outlook and for the advancement of the best traditions of the labor movement in this country.

"We of the CIO look forward, after labor unity is achieved in December, to renewing and strengthening the fraternal bonds of friendship and cooperation with the leaders and members of the American Federation of Teachers. In one great organization we can work more effectively than ever for the advancement of working people, whether they be industrial workers or white-collar workers, and for the social improvements of our nation."—Walter Reuther.

### U. S. Commissioner of Education:

"We can never allow ourselves to forget that education is an individual process. We teach in the classroom, we work with pupils and parents out of school, we help recruit and prepare more teachers, we help to get laws passed and school buildings erected so that each and every child who is born may live more fully and in his own way use his talents for himself and for society.

"So, in a very real sense, it is what you do and what I do as individuals and with individuals that is most important to educational progress in this Nation.

"I am sure that your convention will contribute to the advancement of education in this Nation."—S. H. Brownell.

### From Members of Congress

A letter from Sen. James E. Murray of Montana reviewed the fight for Federal Aid for Education, American Federation of Teachers support of the

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## The President's Column

By Carl J. Megel

**THE REPRESENTATIVES OF THE AMERICAN FEDERATION OF TEACHERS** working in their respective state legislatures this spring, performed the finest legislative service in our history. They were courteously received, their presentations were listened to with respect, and the legislative results were most fruitful. This is a compliment to the individual workers and a tribute to the growing prestige of the American Federation of Teachers, gained largely because we have been "making good sense" in our programs for improving the American public school system.

**OUR CAMPAIGN FOR IMPROVED SALARIES** and better working conditions has resulted in substantial gains. In many areas of the country, salary increases for teachers, bond issues for building programs and school supplies indicate that the local communities are making an effort to improve their schools.

We are proud of these gains, but we still have a long way to go. Twenty-five years of educational neglect takes a lot of doing to undo.

The American Federation of Teachers will continue the pursuance of its objectives. We will keep on fighting for the kind of education for every boy and girl which will make it possible for our nation to continue its great scientific and technological advancements. We will continue to demand the kind of salaries for all teachers which will attract our most capable young men and women into the profession.

As true proponents of education, we will seek job security laws for every teacher so that they will no longer remain the pawns of administrators, or object lessons of false economic promoters. We will continue to:

Work for classrooms which are not overcrowded, which are healthy and sanitary; thereby being conducive to a good educational environment.

Administrative cooperation with teachers in the solution of difficult disciplinary problems. Every teacher is deserving of dignified respect in the classroom—good teaching demands it! School administrators cannot absolve themselves from this responsibility.

Demand re-evaluation of curricula so that a modern course of study, accompanied by modern textbooks provide today's American children with the basic fundamentals to equip them for life in the atomic age.

Seek for all teachers a free and uninterrupted lunch period. Management experts in business and industry have shown by repeated tests that a free lunch period, as well as morning and afternoon breaks produce greater efficiency and production. If true in a plant or in a factory, can there be any doubt that it will also prove efficient in an educational system?

The membership of the American Federation of Teachers has worked to promote and harmonize the integration of every school system so that the inherent rights and privileges guaranteed in our constitution can be shared by all Americans. Integration has moved forward with a rapidity and ease that is encouraging. In Missouri, in Kentucky, in Tennessee, in Washington, in Maryland, and even in parts of Texas, school boards have complied with the established law of the land.

**THE AMERICAN FEDERATION OF LABOR** has provided continuous aid and support. No organization in America has done more for education. Continuously and constantly in their central labor bodies, in their state federations and through the national organization, the American Federation of Labor has given its support, its guidance, and its cooperation to us. I should like to enumerate just three cases that I think are tremendously significant.

**First**, their support of our campaign to secure the enactment of Federal aid to education legislation. The American Federation of Teachers was the first organization to recognize that Federal aid was the only method by which the burden of school taxation could be equalized. Present day school taxation is as archaic and out-moded as the ox cart is in modern traffic. Only the Federal government can provide revenue to equal the tax burden, while at the same time insure adequate educational opportunities for all Americans.

**Second**, in May, I conferred in Washington with the members of the A. F. of L. legislative committee. At that time, I requested their assistance in the passage of state-wide tenure laws for teachers. Great states like Iowa, Nebraska, Missouri, Kansas, and many others have either no teacher job protection laws at all, or else they have completely inadequate laws. When we realize that 700,000 teachers have no job security, we recognize one of the weaknesses of America's educational system.

The legislative committee of the American Federation of Labor assured me that if we would formulate a proposal, they would then work with the various state federations of labor legislative bodies for enactment of state-wide teacher tenure laws. Tenure

(Turn to Page 8)



# American Teacher First to Detroit Teacher

## Portland, Ore., and Waukegan Bulletins Win

FORT WAYNE, Ind. — The Detroit Teacher, official publication of the Detroit Federation of Teachers, Local 231, and of which Louis McGuinness is editor, took first in the first annual American Teacher "Award of Merit" for newspapers published by A. F. of T. state and local federations.

The award was announced and presented at the 38th annual American Federation of Teachers convention banquet by Irwin E. Klass, chairman of the Board of Judges for the competition. Klass is editor of The Federation News of the Chicago Federation of Labor, and president of the Midwest Labor Press Conference.

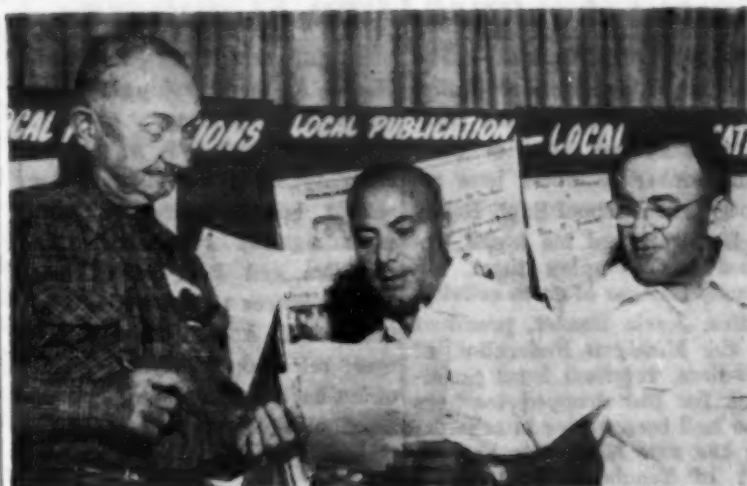
The "Award of Merit" was inaugurated this year by Marie L. Caylor, editor of the American Teacher publications, in recognition of journalism in the field of teacher unionism, and included also awards for printed or offset bulletins and mimeographed bulletins.

### Basis for Judging

All publications entered were judged on the basis of, a) Editorial Excellence, b) Content Value to Members, c) Community and Non-Member Value, and d) Artistic Excellence (layout). Serving with Klass on the Board of Judges were Barbara D. Dennis, editor of the University of Illinois Institute of Labor and Industrial Relations, and Richard C. Howard, editor of the Railroad Signalman's Journal, and secretary, Midwest Labor Press Conference.

Placing second in the newspaper classification was the Union Teacher, published by the Los Angeles Teachers' Union, Local 1021, and edited by Edward A. Irwin. Honorable mention went to The Wisconsin Teacher, published by Wisconsin Federation of Teachers and edited by James L. Fitzpatrick.

First award for printed and offset bulletins published by A.



Truant officers find no delinquents among A. F. of T. editors: C. J. B. Wronski, Joseph Grande and James Griffin, convention delegates from Chicago Truant Officers Federation, Local 237, look over publications exhibit at A. F. of T. convention. Mr. Grande is president of Local 237.

F. of T. affiliates went to The Teachers Union News Digest of the Portland Teachers Union, Local 111, and edited by Miss Eunice Davis. The New Jersey Teacher of the New Jersey State Federation of Teachers and edited by Robert Lowenstein took second, while The News Letter, edited by Helen Simpson and published by the Anchorage (Alaska) Federation of Teachers, Local 1175, took honorable mention.

Rated first by the judges, among mimeographed bulletins, was The Five-O-Format, edited by Richard J. Brett, for the Lake County (Waukegan, Ill.) Federation of Teachers, Local 504. Second in this classification went to The Federation Newsletter of the Berkeley (Calif.) Federation of Teachers, Local 1078, Robert Ashley, editor, and honorable mention to DFT News Notes, publication of the Denver Federation of Teachers, Local 858, edited by Herrick S. Roth.

### Thirty-Five Entries

Thirty-five publications from all parts of the country were entered and reviewed by the judges. They were exhibited in a prominent place at the convention.

In a letter to Mrs. Caylor announcing their findings, the Board of Judges, jointly, wrote: "We wish to extend our congratulations to the prize winners, and to all others in the contest.

"We realize that in some particulars, publications not on the prize list were superior to those which received awards. Our emphasis was on content of the papers, since we know that budgetary problems could prevent smaller locals from using expensive devices."

The judges recommended that local and state paper editors join the International Labor Press of America, the official organization of A. F. of T. publications, since this organization provides information and news sources that can assist local unions in bringing teachers problems to the attention of all labor editors, and also sponsors workshops on technical problems of editors.

### Local Publications Invaluable

"We found in all the publications we examined," the Judges continued, "eloquent organizational material. There is no substitute for a paper written by and for the members the local union. . . Every local union and state or district organization should have some form of communication to the member. We believe this is vital to the stability of any union."

"The editors of the papers we examined, through the sacrifice of their time and effort, are making an invaluable contribution to the welfare of your organization and the cause of public education."

more than 10 years get five days full pay and five days half pay, plus 30 days at full pay.

In New Rochelle, Peekskill and Mount Vernon sick leave provisions also hinge to some extent upon length of service. In other cities, such as Glens Falls and Norwich, teachers may apply for a full year's leave at half pay or a half year's leave at full pay when a certain number of days have been accumulated.

The Empire State Federation points out that its survey does not list the almost universal provisions of leave, with full pay, provided for illness or death in the immediate family, involuntary court attendance, religious holidays, quarantine, educational meetings, or other absences authorized by the superintendent of schools.

### Urges Locals to Act

The survey is similar to one made recently by Mrs. Evelyn Knowles, personal practices committee of the Syracuse Federation of Teachers, Local 905, which listed 46 selected cities throughout the nation.

The Empire State Federation of Teachers, Local 905, studies to all locals, urging them to seek improved sick leave and other fringe benefits.

## Chicago Examiners Drop Their Civic Purity Oath

CHICAGO, Ill.—Witch hunting and teacher baiting reached a new, if brief extreme in Chicago this spring and summer when candidates examined for teaching positions were required to take a "civic purity" as well as a loyalty oath.

The oath was admittedly concocted by the board of education's board of examiners of which Alfred H. Clarke is chairman. It was immediately protested to Supt. Benjamin C. Willis by five groups led by John M. Fewkes, president of the Chicago Teachers Union, Local 1, and including the Citizens Schools Committee, City Club, American Civil Liberties Union, and the American Jewish Congress.

One section of the objectionable oath read:

"Answer following questions 1 to 6 by 'Yes' or 'No.' If your answers to one or more is 'Yes' a written explanation should be attached to this application."

"1. Have you ever been a defendant in any court action?"

(This question is intended to cover any action whatsoever, no matter how remote or trivial in your judgment, and no matter what the outcome may have been. Such matters as traffic violations, etc., should be included) (....) 2. Have you ever been discharged or required to resign from any position? (....) 3. Have charges ever been preferred against you? (....) 4. Have you ever resigned as an alternative to facing charges or to dismissal? (....) 5. Have you ever been refused certification or license for any public position? (....) 6. Are you now, or have you ever been affiliated with any organization or group endorsing the Communist, Fascist, or Nazi movements? (....)"

The super-patriots of the American Legion supported the oath, but meanwhile the state legislature passed a law for a "watered-down" loyalty oath for all public employees which the board of education promptly announced would be substituted for its own concoction.



"In Conference" at A. F. of T. convention: From left, Mary K. Cullen of Piquette (R.I.) Teachers Alliance, Local 930; John N. Thurber, Akron, O., Workers Education Local, 189; Mary Wheeler, Oak Park, Ill., West Suburban Teachers Union, Local 571; and Mrs. Mary Kasteed, executive secretary, Detroit Federation of Teachers, Local 231, who was elected provisional president of the Union Teachers Press Association.

## E. S. F. of T. Survey Shows Need For Better Sick Leave

SYRACUSE, N. Y.—A survey of sick leave provisions for teachers in 62 cities of New York state, conducted recently by Dorothy Moore of Syracuse, secretary of the Empire State Federation of Teachers, shows only seven cities in which all unused sick leave may be accumulated and only three others where teachers may accumulate up to 200 days.

Federation President Elliot Birnbaum pointed out that only one teacher per thousand per year may be expected to be sick more than 200 days, thus the cost of a fully cumulative plan is comparatively low, yet very important.

Although sick leaves and health, accident and compensation insurance to protect the worker have become accepted practice in organized industries, the survey showed teachers have yet to win most of these protections.

### Scale Varies Widely

In most of the 62 cities surveyed, teachers can collect only 10 full-pay days per year. How-

ever, the scale ranges from three to 35 days in various parts of the state. New York state has no state mandated sick leave as some states do.

Under a new plan which has just gone into effect, New York City teachers will fully accumulate all the unused portion of their 10 days per year. In Albany, the state capital, leave accumulates at two days per month or 25 days per year to a total of 200 days.

Rochester, the only city in the state that requires a waiting period of four days before sick leave becomes effective, allows 20 full-pay days per year to a total of 90 days. Dunkirk teachers are the only ones in the state who may collect the cash value of their unused cumulative sick leave upon retirement for service or disability, although this is a common practice in other governmental services.

### Length of Service Factor

Niagara Falls teachers with less than 10 years service collect five days at full pay plus 35 days at half pay, while those with

## Union Teachers' Press Ass'n Launched at Convention

FORT WAYNE, Ind. — The Union Teachers' Press Association comprised of publications of the state and local federations of the American Federation of Teachers was launched at the Federation's 38th annual convention here.

Provisional officers to complete the organization were elected, and objectives set up at a Thursday luncheon called and presided over by Marie L. Caylor, editor of The American Teacher publications.

Purposes of the association will be to serve as a clearing house for exchange of methods and ideas for the development of current publications, and to encourage Locals not having publications to start them.

### Provisional Officers Elected

Miss Mary Kasteed, executive secretary of the Detroit Federation of Teachers, Local 231 was elected provisional president, for the coming year. Other provisional officers are:

Miss Eileen Shannon, editor of the Chicago Union Teacher,

vice-president; Mrs. Rosalie Kraus, editor of "Rosie's Ramblings" in the Illinois Union Teacher, secretary, and James L. Fitzpatrick, editor of the Wisconsin Teacher, treasurer.

These four officers with Mrs. Caylor and Turner H. Trimble of Chicago, A. F. of T. vice president, comprise a committee to draft by-laws. Annual dues temporarily were fixed at \$5 for publications issued by A. F. of T. affiliates.

### Force for Cooperation

In proposing the organization of the press association, Mrs. Caylor said it should serve as a force to initiate and sustain cooperation and coordination of state and local publications.

She pointed out the need for such an organization, to meet at the national convention annually, and in the interim "operate for closer relations between our publications, and to assist locals not now having them, to develop information sheets for their membership."





Teachers talk to parents in their area: A. F. of T. leaders of Ohio, Michigan and Indiana participated in a round table over radio station WOWO in Fort Wayne on school opening conditions during the 38th annual convention. From left, Ronald R. Ross, WOWO public service program director and program moderator; David S. Cramer, Fort Wayne Teachers Council, Local 700; E. H. Reuter, president, Cleveland Teachers Union, Local 279; Ann Muloney, A. F. of T. vice-president, and Mrs. Jessie Baxter of Lincoln Park, Mich., president, Michigan State Federation of Teachers.

## Classroom Teachers' Leaders Heard Over Radio Networks

American Federation of Teachers leaders were heard from the 38th annual convention in Fort Wayne, by radio audiences nationally and throughout the midwest, on problems facing classroom teachers as schools were about to re-open for the coming year.

Highlight programs were those over the National Broadcasting Company and the Mutual Broadcasting System, in which members of the Executive Council and others participated in Round Tables on "Classrooms Without Teachers," and "Inside Your Public Schools." These and other programs broadcast from the convention as a public service, were as follows:

### Friday, Aug. 12

Over the National Broadcasting Company network, "Classrooms Without Teachers," a Round Table, Carl J. Megel of Chicago, president; James L. Fitzpatrick of Milwaukee, Wis., vice-president, and Hope V. Carey of Pawtucket, R. I., vice-president, American Federation of Teachers. Moderator and participant, Turner H. Trimble of Chicago, A. F. of T. vice-president.

Over WGL, Fort Wayne, preview of the convention, David S. Cramer of Fort Wayne, president of the Indiana Council of Teachers Unions.

### Sunday, Aug. 14

WANE, Fort Wayne, "Your Classroom Teachers Speak," a Round Table, Veronica B. Hill of New Orleans, La., vice-president; Edward Jewett of Council Bluffs, Ia., vice-president, and Raymond L. Froehlich of Rockford, Ill., vice-president, American Federation of Teachers. Moderator, David S. Cramer of Fort Wayne.

### Monday, Aug. 15

WANE, Fort Wayne, "A Teacher Team On Education Problems," Raymond R. Peck of Columbus, O., vice-president, American Federation of Teachers, and Mrs. Peck.

WIN-TV, Waterloo, Ind., "Current Teacher Problems," an interview with George W. Beacom of St. Paul, Minn., vice-president, and F. Earl McGinnes, Jr., of Wilmington, Del., vice-president, American Federation of Teachers, and Louisa Grisham of Springfield, Ill., president, Springfield Federation of Teachers.

### Tuesday, Aug. 16

WANE, Fort Wayne, "Funda-

mentals In Elementary Education," Rosalie Kraus of Moline, Ill., president, Moline Federation of Teachers.

WGL, Fort Wayne, "Why The Teacher Shortage," Martha Cederberg of Everett, Wash., executive secretary, Washington State Federation of Teachers; Helen Baker of Pocatello, Idaho, president, Pocatello Teachers Guild, and Irving Fullington of Birmingham, Ala., president, Birmingham Federation of Teachers. Moderator, John M. Fewkes of Chicago, Ill., president, Chicago Teachers Union.

### Wednesday, Aug. 17

WOWO, Fort Wayne, "Convention Plans Regarding Public School and Teacher Problems," William P. Swan of Gary, Ind., vice-president, American Federation of Teachers, and Mary Wheeler of Oak Park, Ill., former vice-president.

WKJG-TV, Fort Wayne, "Editor's Desk"—History, Purposes of the A. F. of T. Convention. Cecile Oliver of Portland, Ore., vice-president, American Federation of Teachers, and David S. Cramer of Fort Wayne.

WANE, Fort Wayne, "Human Relations In The School Room," Margaret Root of Philadelphia, Pa., immediate past president, Pennsylvania State Federation of Teachers.

Over the Mutual Broadcasting System, "Inside Your Public Schools," a Round Table, Carl J. Megel of Chicago, president, and Edward A. Irwin of Los Angeles, Cal., vice-president, American Federation of Teachers, and Charles Cogen of New York City, president, New York Teachers Guild. Moderator and participant, Herriek S. Roth of Denver, Colo., A. F. of T. vice-president.

WANE, Fort Wayne, "Teachers Talk To Parents," Jessie Baxter of Lincoln Park, Mich., president, Michigan State Federation of Teachers; Edward F. Jerrow of Cleveland, O., vice-president, and Ann Muloney of Gary, Ind., vice-president, American Federation of Teachers, and David S. Cramer of Fort Wayne.

### Thursday, Aug. 18

WANE, Fort Wayne, "What's Ahead In Legislation," Selma Borchardt of Washington, D. C., Washington Representative, American Federation of Teachers.

WGL, Fort Wayne, "Newscast Interview," Ben Rust of Rich-

## M.E.A., P-T.A. 'Brass' Support Board Against Own Members

MARQUETTE, Mich. — The Michigan Education Association and local P-T.A. leaders campaigned against four of their own teacher members here recently when School Supt. Henry J. Bothwell and his board, refused to re-employ them, obviously because of union activity.

Mrs. Jessie Baxter, president of the Michigan Federation of Teachers, retained legal assistance for the dropped teachers who had been active in organizing the new Marquette Federation of Teachers, Local 1231. A. F. of T. President Carl J. Megel helped rally labor support in Marquette and addressed a public meeting in behalf of the teachers.

### Labor Backed Teachers

A Committee for the Preservation of Teachers' Rights was backed by the United Steelworkers, the Ladies Garment Workers, the V.F.W. and the Golden Age club, while M. E. A. and P-T. A. officials joined school administrators in opposition. Some teachers signed a petition supporting the M. E. A. stand, fear-

ing retaliation if they declined. M. E. A. membership in Marquette is compulsory.

M. E. A. and P-T. A. leaders campaigned in an election for school board candidates who were against reinstating the teachers and P-T. A. officials hauled voters to the polls. Untrue M. E. A.-P-T. A. publicity was released, implying that union-backed candidates opposed a school building program.

### Teachers Gain Friends

Although the labor-supported candidates were defeated, the A. F. of T. teachers gained many new supporters, and they feel that the ultimate effect of the campaign will be to change the unhealthy school policy situation in Marquette.

## B-E Days Called 'Propaganda' By A. F. of T. Leader

MINNEAPOLIS, Minn. — The practice of forcing teachers to take part in Business-Education days has been attacked by a Minneapolis teacher in the Minneapolis Labor Review, a newspaper published by the city's Central Labor Union.

Charles E. Boyer, chairman of the A. F. of T. working conditions committee, challenged the need for such days, pointing out that they served as propaganda vehicles.

Boyer explained that the exec-

## Teacher Shortage To Hit Colleges In Nineteen Sixty

URBANA, Ill.—Prof. J. Lloyd Trump, head of teachers' placement at the University of Illinois, sees a growing shortage of teachers in years to come.

He attributed the current shortage in elementary schools due to the "baby boom" during World War II and predicted that "four years from now there will be a shortage in nearly every teaching field."

"By 1960," he added, "the enrollment bulge will hit the colleges, and the problem there will be particularly acute because it will be impossible to call back large numbers of married and retired teachers as was done at the high school level."

utive boards of the Minneapolis Federation of Women Teachers, Local 59; the Minneapolis Federation of Men Teachers, Local 238, and the Central Labor Union had opposed making teachers participate in the day.

Both the American Federation of Teachers and the American Federation of Labor also have gone on record as being against Business-Education Day.

Boyer commented: "The obnoxious part of the program was the meeting at the auditorium. The teachers were a captive audience forced to listen to a most uncalled-for propaganda address highly colored with the philosophy of the National Association of Manufacturers."



Photo by Robert C. Burchette

**Time out** for milk for Alice and Bobby Surine, children of Mrs. Robert Travis Surine, 1523 E. Falkland Lane, Silver Springs, Md. Mrs. Surine prefers her milk in glass bottles, delivered right to her door. "My children make a mad scramble for bottles when the milkman comes." We're not surprised, Mrs. Surine. Children seem to respond just naturally to the taste of milk that comes protected in clear, pure glass. A donation to The Christophers, 18 E. 48th Street, New York, has been made in Mrs. Surine's name by the GLASS CONTAINER MANUFACTURERS INSTITUTE.

Glass containers have been union-produced in the U. S. A. since 1842



## LABOR AND EDUCATION MIX AT AFT MADISON WORKSHOP

By James L. Fitzpatrick\*

MADISON, Wis.—Enthusiasm, inspiration, and fellowship were the keynote characteristics of the Twelfth Annual A. F. of T. Summer Workshop, which was held in Madison, Wis., in July.

Meeting under the auspices of the School for Workers of the University of Wisconsin, the union teachers who attended—mostly from the Middle West—maintained a high enthusiasm throughout the two-week session, despite the hot weather.

They were inspired by the various discussion leaders with a better understanding and a greater faith in the labor movement, and they developed a fine spirit of fellowship and friendliness, not only among themselves, but also with the other labor groups who were on the campus during the two weeks.

### Apple to Barbash

An apple for the teacher, both literally and figuratively, went to Jack Barbash, labor consultant on organization problems, who conducted the course in the history and philosophy of the American labor movement. With a great fund of information about the unions and with his interesting wit and keen sense of humor, his day by day discussions maintained a high standard of excellence. His fervent faith in the destiny of the labor movement was contagious.

Close seconds in appeal to

\*Workshop coordinator and vice-president of the American Federation of Teachers.

those who attended were the course in "Significant Current Problems," which was conducted by various experts on the Wisconsin campus, and the series of discussions on teacher union and other educational problems by A. F. of T. officers and other labor leaders.

The European scene was ably presented by Prof. Leon D. Epstein, of the University's political science department, and Morris Weisz of the U. S. Mission to the North Atlantic Treaty Organization, who had recently returned from Europe. Conditions in China and India were reviewed by Profs. Eugene P. Boardman and Henry E. Hart, both of the University, who have recently been in these countries on fellowships.

### Taxation and Federal Aid

Prof. Harold M. Groves, of the economics department, an outstanding authority on taxation, discussed the intricacies of the tax problem, and its significance for public employees. Prof. Ralph K. Huitt, of the political science department who has been in Washington for a year on a Ford Fellowship, spent two periods on the "Political Tug of War in Washington," emphasizing the political importance of the problem of Federal Aid for education.

Various phases of the problem of the atom were presented by Prof. Robert G. Sachs, of the physics department, and the current question of juvenile delinquency was handled by L. W.

Amborn, Dane county probation officer. One very interesting and illuminating discussion period was spent listening to two representatives of the UAW-CIO, present the issues in the current Kohler strike and their other difficulties with management.

Resource persons who led formal and informal discussions on teacher union problems were President Carl J. Megel, Mrs. Marie L. Caylor, editor of The American Teacher, Vice Presidents Ann Maloney, Herrick S. Roth, William P. Swan, and Turner H. Trimble, and several others.

### Friedrick, Elder Talk

Among these latter were J. F. Friedrich, general secretary of the Milwaukee Federated Trades Council, Aaron Aronin, field representative of the Jewish Labor Committee, Ray Muntz of the School for Workers staff, and Arthur A. Elder of the training school of the International Ladies' Garment Workers Union, a former A. F. of T. vice-president.

Other program features included attendance at some of the meetings of the three-day "big league" Industrial Relations Institute, highlighting the address of Secretary of Labor James P. Mitchell. The A. F. of T. members also attended several of the evening meetings sponsored by the Wisconsin State Federation of Labor Institute, and the UAW-CIO Workshop.

### Time Out For Play

But it was not all work for

the participants in the AFT Workshop. Many found time for frequent dips in Lake Mendota, some participated in square dancing at the Memorial Union, and many gathered round a piano from time to time and sang.

The majority of the group attended a presentation of Ibsen's "The Master Builder," presented at the U. of W. theater by the University of Wisconsin Players. Many went on a week-end trip to the Wisconsin Dells and Devil's Lake, and shorter afternoon trips to Tower State Park, to Tailesan, the school of famous architect, Frank Lloyd Wright, to Little Norway, and to Truax Field. Also, a launch ride around Lake Mendota and other campus activities were on the schedule.

In cementing good relations with the Wisconsin A. F. of T. group on the campus during the first week, the teacher group participated in many of the scheduled evening activities, beginning with the mixer Sunday evening and closing with the talent show Friday evening, with the picnic at Hoyt Park in between. With a skit entitled "School Board Jungle," a singing group "The Whiffenpoofers," and the "Mystery Man," Al Beck-

## Teacher Queen Of Labor Day In Detroit

DETROIT, Mich.—Miss Catherine Scott, 25, member of the Detroit Federation of Teachers, Local 231, was Detroit's Labor Day Queen.

Miss Scott is a history teacher in Northeastern high school of Detroit, and was the first union member to be so honored, since previous queens were chosen from the families of union members.

She was selected from entries of various Detroit labor unions by a jury of judges who were appointed by the central labor body for the purpose. Miss Scott presided over Labor Day activities in Detroit and as queen of the annual parade.

man, the teachers took an important part in the Talent Show, which closed the state labor federation institute.

The general opinion of all who attended seemed to be that they had spent a profitable, busy, and enjoyable two weeks on the University of Wisconsin campus.



Dr. Herman Finer, speaker, and Richard Parrish, who presided at annual Democratic Human Relations luncheon at 38th annual A. F. of T. convention in Fort Wayne.

## U. of C. Professor Hits P-T.A. Bids For Special Privileges

FORT WAYNE, Ind.—"Some parent-teachers association members" were accused by a guest speaker at the 38th annual A. F. of T. convention here of undermining teacher authority by demanding special privileges for their children.

The charge was made by Dr. Herman Finer, University of Chicago political science professor, at the Democratic Human Relations luncheon which highlighted the Tuesday program.

Dr. Finer said some officials of the P.T.A. take advantage of their position in their dealings with teachers, adding he was dismayed at the "erosion attitude" of some P.T.A.'s toward teachers.

### Seek Numerous Favors

Expanding on his statement, Dr. Finer said the parents "ask teachers to overlook wrong doing by their children, seek protection for a child when he is not entitled to it, and ask for

easy rather than right courses for the child."

"The parents undermine the teachers, and they undermine the teachers' authority," the speaker added. "This is bad in the end. We have to use our backbone, and say our authority is right and proper."

Dr. Finer urged teachers to use every weapon possible in fighting for better education and better pay for teachers.

### Entitled to Honor, Dignity

He added: "Teachers are entitled to honor and dignity in their communities. Schools are assuming more and more some of the functions of the home, in building character and a sense of values."

Finer called "ninety-five percent of television programs" trash, and said he didn't think "the comics a guide to an honorable and noble life."

Richard Parrish of New York City, chairman of the A. F. of T.'s Democratic Human Relations committee, presided at the luncheon.



Photo by Robert C. Burchette

**Young hostess** Kathy Bligh (age 7), daughter of Mr. and Mrs. James D. Bligh Jr., of 4812 Alton Place, Washington, D.C., entertains at tea. "I serve milk at all of my tea parties," says Kathy, pouring for Susan, 2, Beth, 4, Patti, 1½, and Peggy, 6. Kathy feels very grown-up pouring from that sparkling glass bottle. And milk looks so good, tastes so good when it comes protected in clear, pure glass. A donation in Kathy's name has been made to St. John's College, Washington, D. C., by GLASS CONTAINER MANUFACTURERS INSTITUTE.

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### The President's Column

(From Page 4)

for teachers is a protection for the good teacher. It is the only way by which a good teacher comes to understand the dignity of his profession and to command the respect in his classroom and his community—and even his home.

Third, last November, the Organizational Committee of your Executive Council met in Washington with President Meany, Secretary Schnitzler, and the members of the Organizational Committee of the A. F. of L. As a result of that meeting greater cooperation was established between the organizational staff of the American Federation of Labor and the American Federation of Teachers.

As a follow up of this meeting, I later met with Harry O'Reilly, Director of Organization of the American Federation of Labor, and made a specific request for a subsidy of \$350.00 per week to enable us to secure two full-time organizers. On August 2, I received a letter from Mr. O'Reilly advising me that we would receive \$350.00 per week beginning August 1, to help us in our organizational program. In his letter, Mr. O'Reilly states:

*"The organization program which you have developed for the American Federation of Teachers seems to be good, and inasmuch as your membership is now*

*at an all-time high, we feel that your Federation will be able to move forward."*

This is the kind of positive assistance which the American Federation of Labor is and has been supplying for us. I am sure that all of you join with me in expressing our grateful appreciation by pledging with renewed enthusiasm to march on to bigger and higher objectives.—Excerpts from Mr. Mege's Presidential Address to the 38th annual convention of the American Federation of Teachers.

### Federal Aid a Proven Need

(From Page 4)

assist the states and localities to meet the emergency need for construction of school facilities."

It seems clear that no matter what other good may come from the state conferences and the culminating White House Conference on Education on Nov. 28 through Dec. 1, no more facts or discussions are needed to come to a decision and action on the urgent problem of providing desperately needed classrooms for our children.

It is to be hoped that it can be reported at the Washington conference that in each state progress has been made in developing new revenues for schools; in easing existing statutory and constitutional limitations on taxing and bonding authority; in securing increased state aid for school construction.

It is fervently to be hoped that there will be much evidence that local school districts and the states themselves are organizing to carry their full share of the cost of supplying the \$28 billion for classrooms that will be needed by 1960. But the facts are still clear and will remain unchanged by any further talk and discussion, that only prompt and effective Federal action will avert the disaster of continuing over-crowded classes and double and even triple shift schools.

The White House Conference on Education would do well to avoid hair-splitting arguments as to which shall come first—state and local reforms to improve school finances or Federal aid—both are desperately needed.

Representatives to the conference will meet their responsibilities best if they will devote themselves to the issues of how much Federal aid is needed, how it is to be distributed, and, finally and especially, how to get action in the next Congress.

Even President Eisenhower is getting impatient. The President's recent rebuke to the 84th Congress for its failure to provide Federal funds to alleviate the school building crisis would seem to indicate that he at last is convinced that the "need and lack of fiscal capacity" at the state level has already been proved.

### Messages to the Convention

(From Page 4)

United States National Commission for UNESCO, and how the Federation worked for optional Federal social security for teachers. He added: "I look forward to the opportunity of my continued association with your organization in Washington and in Montana so that we may continue together to bring to all Americans a complete realization of the ideals and traditions that have made this a great nation."

"I am proud to have been a member of the American Federation of Teachers for a third of a century. Our union has protected both the economic and civil rights of the teaching profession. It is a strong force for good and worthy of our strong support. May the convention be successful, and may the bonds of union be more firmly forged."

—Sen. Paul Douglas of Illinois, member of the Chicago Teachers Union, Local 1, and who after Dr. John Dewey was the second college professor to join the American Federation of Teachers.

"The American Federation of Teachers has made a notable record in protection and furtherance of the teaching profession. It is a major bulwark in the support of public education. In these days when attacks on our schools and our teachers are frequent the Federation has stood steadfast in its purpose. I congratulate it on its accomplishments and have high hopes for its future growth and influence."

—Sen. Estes Kefauver, of Tennessee.

Sen. Lister Hill of Alabama wired: "Please permit me to extend my greetings and best wishes to you and the delegates attending the American Federation of Teachers convention in Fort Wayne. I know you will have a stimulating and challenging meeting."

"As teachers you know how badly additional classrooms are needed to give you a full opportunity to carry out your vitally important role of molding our most precious resource and guiding our children in the paths of knowledge, progress, and peace. I pledge to all of you my continued best efforts to win



Selma Borchardt, A. F. of T. Washington representative, reports to Fort Wayne convention on bills in Congress affecting schools and child welfare.

our fight for Federal aid to education and am confident we will during the next session of Congress pass our school construction bill. At the same time we will carry on together the fight for dedication of revenues from the undersea oil resources of our outer continental shelf as education endowment for the future.

"For our teachers we must demand a bill of rights guaranteeing a salary that will enable you to enjoy a good standard of living, permit recreation and travel, continued study and educational growth, and provide security for old age. We must make teaching an adequately paid and a more widely appreciated and honored profession as your devoted service merits."

"Education is truly democracy's indispensable weapon and in meeting the needs of our children, our teachers and our schools, we will be providing for the strength and security of our country and helping to build the peace of the world."

Sen. Mike Mansfield of Montana wrote: "I would like to join at this time with you in our annual re-dedication to the task before us. Our recognition of the role of the teacher as a skilled technician, a civic leader, and above all a kind and generous man or woman seeking to serve his fellow men is a source of inspiration for all of us."

Sen. Pat McNamara of Michigan wrote: "My years of happy work with Michigan teachers have shown me the great value of teachers as public servants, and as skilled professional workers . . . In the classroom you use your skills in behalf of your pupils. And, through the labor movement, you also help build a better world outside the classroom for these children."

Sen. Richard L. Neuberger of Oregon sent his best wishes and said: "In the years in which I have worked with your members, I have learned to respect them for their integrity, ability, vision and courage. With these endowments they have well served the public interest. The schools are better because of what you have helped to do for them."

Sen. Hubert H. Humphrey of Minnesota messaged: "The American Federation of Teachers is to be congratulated for its many years of fruitful service. In the classroom, in the local communities, before state legislatures and before the national congress, the organization has proven that its membership of professionally qualified courageous men and women are determined to protect and promote the best interests of our children . . . I am proud to be a member of an organization with your record."

Cong. Edith Nourse Rogers of Massachusetts wrote: "I have had your cooperation at the local, state and national level for every project I have undertaken to serve our children, their families and their schools."

"Working together, we shall all help to get for the teachers the recognition they so richly deserve, and for our children that fullness of life to which every child is entitled."

Determined support of Federal aid for school construction was expressed by Cong. Edith Green of Oregon, who messaged: "It is my belief that the Federal government has a responsibility to help the states financially to maintain good schools. The Federal aid for school construction bill must be our next step in this direction. I shall press for congressional action early in January."

A message from Cong. Augustine B. Kelley of Pennsylvania said: "I congratulate the American Federation of Teachers on their many years of service to our country, and extend to all of your members my very best wishes for your continued service in the public interest, through education."

"It has been my privilege to serve as Chairman of the Subcommittee on Education of the House Committee on Education and Labor. We have been able to report from this committee a bill granting federal funds to aid the states in the construction of public schools."

### Schnitzler (From Page 1)

and state and city central labor unions, and declared that the A. F. of L. will cooperate actively.

Merger will increase the opportunities of teachers insofar as it will increase the strength of organized workers and their means of cooperation, Schnitzler said. He said that A. F. of L. and CIO unions had wasted too much time, effort and money in fighting each other, and merger would at least eliminate confusion on the part of some of the unorganized.

#### Sees Greater Responsibility

"As we gain in strength through merger," said the A. F. of L. official, "we also have an increased responsibility. We shall make every effort, with our new strength to get liberal, humane legislation not only for the good of working men and women and their families, but for the welfare of all the people."

"With a combined membership of 15 million, figuring four persons to a family, that means we will represent 60 million of the 163 million persons in the United States. That's a sizable and influential number."

Schnitzler said that anti-union big business, reactionary politicians, and conservative communists might well be concerned by the power of the merged labor movement, and so may well those in Washington, whose slogan is, "Let's March Ahead to Yesterday."

#### Scores Study and Stall

The Administration was criticized for its plans to delay plans for Federal aid for education un-

til after the November White House conference.

"Education cannot be put aside for some other time," he declared. "No matter how much we do for education, it will never be enough."

Schnitzler said that Big Business, with its eyes on trade, is forgetting principle and people as it opens its arms to Communist Russia.

He said that it was the Big Business influence in Washington that was responsible for the changed attitude toward the Soviet.

"We believe in friendship," he declared, "but we also believe that when a hand is offered in friendship, one should be offered in return."

#### Reds Still Enslave Millions

"We have seen no such Red hand," he continued. "They still have the same basic principles, seeking to dominate and enslave the world. They still maintain the international cominform. They still have millions in slave labor camps. They still overpower millions in the satellite countries."

"We're just as war weary as anyone," said Schnitzler, "but we refuse to be lulled to sleep by smiling faces and kind words."

The A. F. of L. secretary-treasurer urged the members of the teachers' federation not to wait until the merger of the A. F. of L. and CIO in December, but to make plans for their part in the new organization now.

#### Urges Greater Public Service

He also stressed the importance of community activities on the part of union members and organizations. He said that much progress had been made in this field since the early days of labor organization, but union people needed to be even more active.

Schnitzler remarked on what unions had done in offering scholarships, in cooperating with universities and colleges, in promoting workshops, in community chest activities, in building summer camps and club houses, and in general community activity. He said that more union people should be on school boards and active in other ways, realizing that what they can do to benefit the community will be of advantage not only for their families, but for the labor movement itself.





Fort Wayne convention panel on current problems and achievements of A. F. of T. locals: From left, Martha Cederberg of Everett, Wash., executive secretary and legislative representative of Washington State Federation of Teachers, who discussed the new Washington tenure law; Margaret Labb, president of the Gary (Ind.) Teachers' Union, Local 4, who spoke on successful Gary salary negotiations, and F. Earl McGinnes, Jr., of Wilmington, A. F. of T. vice president and president of the Federation of Delaware Teachers, Local 762, who told how a new state certification law was obtained.

## Delaware Teachers Win Long Fight For State Tenure Law

DOVER, Del. — A 20-year fight, taken up and waged by the Federation of Delaware Teachers, Local 762, alone until recently, for a state tenure law was successful in this year's legislature.

A platform bill introduced by the Democratic majority was passed with little opposition. Leaders of several organizations that had fought tenure for years, gave belated support and had their pictures taken with Gov. Boggs signing the new law.

A campaign for the measure had been carried on with labor support since the early 1940s, led first by Mrs. Evelyn Dickey and Mrs. Ev Lynn Barber, the Local's legislative chairmen, and more recently by F. Earl McGinnes, Jr., of Wilmington, Local 762's president and A. F. of T. vice-president.

### Second This Year

It was the second tenure law to be enacted in the 1955 "legislative year," the other one being in Washington state and backed by the Washington State Federation of Teachers.

All teachers are covered by the Delaware law during the school year, and may be dismissed only for proven immorality, incompetency, neglect of duty, misconduct in office, or disloyalty.

The teacher concerned is given right to hearing by her local board, the hearing to be public or private at the teacher's option, with the teacher having right to counsel, subpoena, and cross examination of witnesses under oath.

### Provides Judicial Review

Testimony must be restricted to charges made in terminating the teacher's services, and the law provides right of appeal to the supreme court for judicial review under a requirement for substantial evidence.

At the end of the school year, notice must be given by May 1, and certified teachers who have taught three years in the state, including two in the district concerned, and who were not specifically hired to replace a teacher on leave, may be dismissed only for the reasons specified during the year or because of an enrollment decrease or financial stringency in the district.

School year-end dismissals are subject to the same board and court hearings as those during the school year, at the option of the teacher concerned.

The new law also sets up rules for the handling of communica-

## Blue Hen State Also Gets New Certifying Law

DOVER, Del. — Led by the Federation of Delaware Teachers, Local 762, teachers made many gains in the 1955 session of the General Assembly, including a new certification law, the tenure law, a \$300 increase in state aid for teachers pay, a sick leave law, improvements in the pension law and the right to choose individually whether to have 10 or 12 monthly pay-days.

The certification law, pushed through despite lay opposition and the governor's veto, replaces an old rule forcing teachers to take 6 credits of training every 5 years. The new law provides that each new teacher must meet initial requirements and teach 3 years before being certified. A certificate is renewed automatically every 5 years if the holder has taught 3 years of the 5.

New pension rules provide that pensions will be based on the highest 5 years pay rather than the last 5 years; allow unlimited breaks in service, and credit for 3 years in military service even though not a school board employee at the time of entering service.

The new sick leave law will give teachers 10 days per year with the unused days accumulative up to a total of 40. In the event of a death in the immediate family 5 days are allowed and not charged to the sick leave. For death of other relatives the day of the funeral is allowed and in the event of critical illness of another member of the immediate family 5 days are allowed, which must be charged against the sick leave.

tions, holding hearings and issuance of decisions. McGinnes said that while some compromises were necessary, the law is a long forward step in teacher security in Delaware.

History of the fight for tenure in Delaware goes back to the late 1930's when a group of teachers later to organize the Federation of Delaware Teachers, were threatened with dismissal for daring to run for office in a teachers' association.

The Delaware Federation, formed in 1943, has backed a tenure bill in every session of

## Ohio Teachers Gain New Laws In Assembly

COLUMBUS, Ohio — Several bills endorsed by the Ohio State Federation of Teachers were approved by this year's General Assembly, including measures which would improve teacher retirement rules, prohibit closed meetings of school boards, provide for a state board of education, and allow more teachers to purchase credit in the retirement system. The last measure was prepared by Cleveland Teachers Union, Local 279.

In addition, a new method of distributing state funds to schools was adopted and the uniform grant per classroom was raised from \$1,750 to \$1,850. The O. F. of T. had asked for \$2,400.

### Larger State Board

The bill creating Ohio's first state board of education originally called for a 9-member board—one from each appellate court district. The O. F. of T., however, favored smaller districts so that members would be better known, and succeeded in having the law provide for 23 members—one from each congressional district.

Vigorous opposition by the O. F. of T., by all member locals, the Ohio Federation of Labor and the Ohio C.I.O., kept a bill intended to emasculate teacher tenure from making any headway.

### Anti-Labor Bills Defeated

The O. F. of T. also helped other organized labor units defeat the misnamed "right to work" bill, a bill to prohibit all political activity by labor, one to require labor unions to file extremely detailed financial statements and several other restrictive measures.

## Portland Now Has Social Security

PORTLAND, Ore.—With the inclusion of Portland, Oregon state is now uniform in social security for teachers, Cecile S. Oliver, president of the Oregon Federation of Teachers, reported.

The legislation was adopted after action of the Portland School Board got an Enabling Act through, allowing the Portland teachers to vote on the adoption of social security, in addition to their present retirement plan.

the legislature since, and until 1949 stood alone with organized labor for such a law. In that year, under a Democratic general assembly, the F. D. T. bill was given its first hearing.

### Supporters Come Lately

Until recently, the Delaware Congress of Parents and Teachers, the Council on Delaware Education and the state education association worked actively against tenure with court protection or statutory reasons for dismissal.

Long-time supporters of tenure in Delaware include Senators John E. Reilly, Thomas Penney, Curtis Steen and Thomas Johnson, who through the years beginning when teacher tenure was a politically "naughty word," kept the legislation before the assembly. Judge Thomas Herlihy, Herbert Cobin and Samuel Handloff were instrumental in obtaining support from lay groups outside labor.

## Michigan Increases School Aid For Teachers' Salaries

DETROIT, Mich.—An increase in the minimum pay for Michigan teachers is provided in the new School Aid law passed by the legislature during its session this year.

The legislature prescribed that a state school aid increase of \$7 per school child for 1955-56 over 1954-55 be used to raise teachers' salaries. This aid in addition to the increased local school tax base caused many districts to equal or exceed the \$4,000 minimum asked for teachers holding a bachelor's degree.

The increase was the result of a plea by the state superintendent of public instruction in his biennial report in December, 1954 for a \$4,000 minimum salary schedule. In February, Governor G. Mennen Williams took the unprecedented step of calling the two legislative houses together for recommendations to meet the requirements of education in the state, including a plea for a teacher-salary minimum.

### Pay and Aid Laws Lacking

The 1955 session of the legislature produced more bills regarding schools than any session in recent years, touching virtually every phase of school conduct. Mrs. Jessie Baxter, Lincoln Park, Mich., president of the Michigan State Federation of Teachers, said, but described the legislation for increased teachers' pay and school aid distribution as falling short of needs.

The new School Aid law has some revisions from the old, aimed at causing many local districts to rely more on local resources. A new provision called "distressed district aid" gives additional support to poorer (tax-wise) districts.

Legislation was adopted to make possible the co-ordination of the school employee retirement systems with federal social security, Mrs. Baxter said.

Some improvements were also made in the Michigan retirement systems, she said. It is expected that on or about September 15, the state retirement board will distribute to its members the information for the necessary referendum, on joining the two plans. The Detroit system is also preparing for referendum.

### School Code Modernized

The School Code of 1927 was brought up to date. The amendments included a plan for attaching about 850 "closed" school districts to operating districts; reduction to five from seven of the types of school districts; elimination of the annual county teachers' institutes and institute fee, and alternate plans for handling existing districts' debts in mergers of districts.

The State Teachers Tenure Commission again received an annual appropriation for expenses. Otherwise there were no changes in regard to laws affecting teacher tenure.

## Badger Solons O.K. Sickness Insurance

MADISON, Wis.—The 1955 Wisconsin legislature enacted a special bill, requested by Milwaukee Teachers Union, Local 252, and sponsored by the Milwaukee school board, which would permit school boards to pay sickness and hospitalization insurance. Non-union Milwaukee teacher groups failed to support the measure.

The lawmakers raised the maximum mill levy permitted the Milwaukee Board of School Directors, increasing the borrowing power of the city's school districts; continued special aid to previously retired teachers and increased their maximum pension to \$125 per month.

They also gave more money to the school milk program, and placed faculties of state colleges on the same academic year basis as that of the university, in effect increasing their pay 10 per cent if they work in the summer.

A bill merging the Milwaukee State College and the University of Wisconsin Extension in Milwaukee into a Lakeshore University, or University of Wisconsin in Milwaukee, was vetoed by Gov. Kohler, who urged the legislature to put the University of Wisconsin and all the state colleges under a new single board, when it reconvenes in October.

E. C. DeBriac of Milwaukee, legislative representative of the Wisconsin Federation of Teachers, said that financing public schools adequately is a "problem yet to be faced" in Wisconsin.



Joseph F. Landis of Cleveland, O., past president, American Federation of Teachers; Mrs. Sylvia Solomon, president of Toledo Federation of Teachers, Local 250, and John M. Fenkes, president of Chicago Teachers Union, Local 1, talk over their golf game during between sessions tournament at Fort Wayne convention.



## Pupils Select Own Words In a New Spelling Method

MILWAUKEE, Wis.—Pupils selected their own words in a new method of teaching spelling tried out at Logan elementary school in Moline, Illinois.

The method was described at Wisconsin State College here recently by Mrs. Rosalie Kraus, president of Moline (Ill.) Federation of Teachers, Local 791, in her third grade class.

Mrs. Kraus told of her experiment in a thesis entitled, "From



Mrs. Kraus

Able through Zinnias," presented to student teachers being instructed here by Dr. Vera D. Peterson of Columbia University.

Under Mrs. Kraus' method, when Johnny, during his writing activities, asked: "Teacher, how do you spell 'able'?" Mrs. Kraus wrote and printed the word on a slip of paper and handed it to

him. He later placed the slip in an alphabetical file.

### Textbooks Not Used

During a 19-week project, 2,662 of the slips were made out, comprising 1,194 different words requested by 21 pupils. When several requests for spelling of the same word were received, it was incorporated into a spelling lesson, usually consisting of six new words. During the first semester, the standard textbook was not used.

Students were encouraged to write short stories and poems and paste them in a class album. Letters to parents and teachers were composed. With each of these projects more word slips were received from pupils requesting help in spelling.

If Johnny figured out the spelling of a word himself, Mrs. Kraus praised him for his ability. As the course progressed, she found that the children's interest in spelling steadily increased. "Those are our own words," they said, "and we like that way of learning."

### Students Progressed Rapidly

Tests at the end of the year showed that the students made remarkable progress through the new method of learning. Some higher-grade teachers later told Mrs. Kraus that her former pupils seemed to have their own method of studying how to spell.

The thesis was prepared by Mrs. Kraus as part of her work toward a master's degree in education.

## Finds Empire State Offers Teachers Anything But Money

SYRACUSE, N. Y.—Teachers in New York state are, as in many other places, being offered everything but money, good working conditions and professional status, and a major operation is needed to make the teaching profession more desirable.

That was the conclusion reached in a research bulletin on factors which make teaching an unattractive profession, issued by the Empire State Federation of Teachers.

The report listed these unpleasant items:

- 1) The supply of teachers is dwindling;
- 2) Unprofessional and unethical methods are being used to enroll students in teachers' colleges;
- 3) Many communities are not adequately supporting education;
- 4) Teaching does not compare favorably with other professions;
- 5) Political and economic groups constantly oppose adequate educational appropriations, and
- 6) No lasting solution to the crisis is possible without increasing expenditures.

### State School Support Lags

Supporting its statements, the bulletin contained four pages of facts. It showed that although the state ranks up to \$450 per person above the U. S. average income, it ranks 39th in effort related to per capita income that it makes to support its schools.

Forty-four states have increased teachers' salaries at a proportionally higher rate than New York state, the report continued. While the buying power

of industrial workers has increased 48% since 1940, teachers' average buying power has decreased 5% in that time. Greatest losses were registered by teachers with the longest service.

In conclusion, the Federation decried "the lack of statesmanship and leadership which brought the schools to their present crisis" and announced its willingness to cooperate in efforts to work out the problem.

## Mansfield Tries To Figure Out Its Pay 'Raise'

MANSFIELD, Ohio — After toiling to gather and compile salary data and provide statistical evidence on salary needs at the request of local school officials, the Mansfield Federation of Teachers, Local 703, felt like this when the officials ignored the recommendations and substituted their own:

We got a raise—but did we if we have to work longer to get what we got? All got the same; yet some got more and some got less. One-fourth got on the schedule; one-half are to get more but got less; the rest got maybe more or less. How will I get what I got, or think I got? Part of what I got I still have to get. Now our clerk has this figured out, and we find that the tax man will get most of what we thought we got before we get it.

## Constitution Changes (From Page 1)

the A. F. of T. in the President and provide that in the event of a temporary or permanent vacancy during his term of office, the Executive Council shall designate one of the officers of the Federation to act in his place.

To assist the President, and to perform other duties presented by the Executive Council a new office of Secretary was cre-

## Applications For Secretary

Applications for the newly-created position of Secretary of the American Federation of Teachers will be received at the National Office after Oct. 1, 1955. All locals will be notified on or before that date of the qualifications of candidates for the office, and the procedures in making application.

The constitutional provision for the new position was one of the amendments approved by the 38th annual convention at Fort Wayne. A committee of three members of the Executive Council, President Carl J. Megel and Vice-Presidents Turner H. Trimble and James L. Fitzpatrick, has been appointed to draw up a set of qualifications and procedures for filling the office. These in turn must be approved by the entire Council.

Prospective candidates are requested not to make inquiry until officers of locals have been given official notification on or before Oct. 1.

ated. The Secretary is to be selected by the Executive Council for a term of two years concurrent with the term of office of the Council which employed him.

### Officers and Employees

A candidate for an elected office in the A. F. of T. is now required to have been a member of an affiliated local for at least three years and to have been a delegate to at least one previous national convention.

Vice-presidents are prohibited from being full-time salaried employees of the A. F. of T. and



Mr. Jerrow

their number, after the election of 1956, will be sixteen. All elected officers have a two-year term of office.

The new Constitution provides that the Executive Council may employ administrative employees under individual contracts and specifically provides for the rights of hearing and counsel in the event of dismissal.

An interesting new provision says that where there is no col-



Daniel J. O'Brien, San Francisco Federation of Teachers, Local 61, and Mrs. Helen Baker of Pocatello, president, Pocatello (Idaho) Teachers Guild, Local 1087, discuss convention program with John Caldwell of Madison, Wis., member of Workers Educational Local, 189. O'Brien and Mrs. Baker manned a convention panel on how San Francisco teachers secured legislation outlawing a school board "gag rule." (story on Page 1), and Pocatello union teachers are fighting unjust dismissals (American Teacher, May).

lege or university local of the A. F. of T., membership may be granted teachers from these schools by a local in that vicinity until such time as they may charter their own local. Prospective teachers in colleges and universities have been permitted to become associate members but that right was formerly denied to their teachers.

The number of original applicants for a charter for public schools or other eligible educational institutions was raised from seven to ten but if the membership drops at a later time, the charter will not be revoked unless the membership is less than seven.

### State Federation Requirements

The number of locals necessary to form a state federation is reduced from five to three,

and less than three may form a state federation if more than fifty per cent of the membership in the state belong to these locals.

Locals are now required to submit three copies of their constitution and by-laws to the National Office and to similarly submit all subsequent amendments. The constitution of the locals must not be in conflict with the national constitution.

Because of a lack of time, it was impossible to consider and act upon many of the proposed changes. Those not considered or acted upon were referred to a Council committee which was mandated to consider the proposed changes, compile them in mimeographed form, and submit them to the locals of the A. F. of T. before April 1, 1956.

## Unions Call White House Parley Delegation Stacked

DETROIT, Mich.—A committee appointed by the Detroit Federation of Labor, including Mary Kastead, executive secretary of the Detroit Federation of Teachers, Local 231, and Lee Irwin, delegate from River Rouge Federation of Teachers, Local 824, has formally protested that a state conference on education held in Lansing, Mich., was "stacked."

Although envoys from other counties to the Lansing conference were allowed to elect delegates to the White House Conference on Education, State Supt. Clair Taylor told the Wayne county (Detroit) people he had already appointed their representatives.

### Chairman Stands Pat

Freeman Flynn and Rosa Falk of the Detroit Federation of Teachers protested vigorously to Chairman Stockmaier of the Wayne county steering committee without result. He ruled the appointments were final.

The Detroit Federation of Labor took action after hearing a report by Florence Sweeney, delegate from Local 231. President Frank X. Martel named a three-member committee to draft a protest against the "high-handed method in which the conference was handled in this county."

### "Conference in Disrepute"

Meantime, Local 231 sent a letter to Taylor denouncing his

arbitrary action. "Such action brings the entire conference into disrepute," the letter said.

The missive also complained of the "almost total exclusion of rank and file teachers from the educators' groups." Some Federation delegates reported they were the only classroom teachers representatives at the state conference.

## More GIs Study In Army Program

Soldiers go to school.

And they go in droves, according to an announcement from Fort McPherson, Ga., headquarters of the U. S. Third Army, which said that more than 24,000 Third Army soldiers participated in some educational program last year.

This was an increase of 23.7 per cent over 1953—previous high year for participation.

One reason for the jump, army officials said, was the establishment of the Army's new "transitional training school," at Fort Jackson, S. C., where soldiers who test below fourth grade level are raised to that level before entering basic training.

Other programs included on-post college courses, U. S. Armed Forces Institute courses, and study for General Educational Development tests at both high school and college level.





They welcomed the A. F. of T. convention to Fort Wayne and Indiana: From left, David S. Cramer of Fort Wayne, president of the Indiana Council of Teachers Unions; Aaron Lindley, superintendent of Fort Wayne public schools; Mayor Robert Meyers of Fort Wayne; E. Robert Leach, president, Fort Wayne Federation of Labor and Carl H. Mullen of Indianapolis, president, Indiana State Federation of Labor. Mayor Meyers proclaimed the convention week as Teachers Week in the city, and asked all citizens to join in its observation, to honor the teaching profession and make welcome the convention delegates. "These teachers," he said, "are dedicated to the education and training of America's children so that they may better perpetuate and serve Democracy."

## Why Belong to Your Union? New Increase Boston Supplies an Answer For Chicago's Teachers

BOSTON, Mass.—Why belong to the teachers union?

The Boston Union Teacher, Rosanna M. Dowd, editor, recently listed eight noteworthy and continuing accomplishments of the Boston Teachers Union, Local 66, which more than make membership worth the dues.

The Union:

- 1) Took up the question of equalization of high school teachers pay last September, and some equalization is now assured,
- 2) Aided in the fight for equal pay for men and women, founding a speakers' bureau for speakers to address labor unions and win their solid support for this fundamental labor principle,
- 3) Labored for the single salary system, a basic union principle,
- 4) Secured financial advantages for temporary teachers, so that upon permanent appointment they are given increments

for their temporary services up to the sixth year,

- 5) Sought and secured a grievance board,
- 6) Helped elementary teachers by having them provided with a schedule of supervisors' visits,
- 7) Initiated legislation whereby testing of pupils' sight and hearing is done by experts, and
- 8) Obtained the acceptance of a system of seniority in cases of transfer of teachers based upon the original date of appointment under certificate.

To this, Eleanor V. Fallon, the local's president, added that the Boston Teachers Union (like any other A. F. of T. local) does not stand alone, but has the support of many millions of other workers in the labor movement.

It has the support locally of its Central Labor Union and of its state federation of labor in legislation.

It has the advantage of consultation with teachers leaders from other Massachusetts cities at monthly state teachers federation meetings.

Mrs. Fallon cited other powerful supporting organizations. "In times of need," she concluded, "the union teacher never stands alone!"

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### What Track Men and Teachers Have in Common



We all have an obstacle course that has to be dealt with. Wouldn't it be wonderful if we could cleanly clear all of our hurdles? But life doesn't work that way—as soon as we get over or go through one barrier, we are confronted with another. The trick is to anticipate what the future will hold and prepare for it . . . to the extent that that is possible. So jump free of one of life's hurdles. Instead of being left without provision in time of disabling accident or illness, get protection by joining the A.F.T. Group Disability Insurance Plan.

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## Guild Asks Bargaining Poll After Inadequate Pay Raise

NEW YORK—The New York Teachers Guild, Local 2, has forcefully expressed its dissatisfaction with a two year salary "settlement" imposed by Mayor Robert F. Wagner on New York city teachers.

Although the increase amounts to adding \$450 to the present minimum scale, increasing the 30 credit hour increment by \$200, and reducing the minimum-maximum spread to 13 increments from the present 15, over the two-year period the Guild rapped the mayor for not going along with a plan proposed by a compromise committee of teacher organizations.

### Guild Asked \$4,500-\$9,000

Undoubtedly the vigor of the salary campaign waged by the Guild over a period of several years caused the mayor to mandate the present settlement. However, the Guild is seeking a 10-step \$4,500-\$9,000 schedule. The new schedule will only go to \$7,600.

Commenting on the salary increases, Charles Cogen, Guild

president, stated, "Because there is no teacher organization which represents a majority of New York city teachers the Guild was forced to participate in a temporary committee with eleven non-union organizations.

"The results of this makeshift arrangement demonstrate clearly that the Guild's insistence on a collective bargaining election to determine a bargaining agent for the teachers must be developed into a full-scale campaign next year.

### Hampered by Alliance

"The Guild had the best salary plan, provided the leadership, and got public support, yet these efforts were hamstrung by the united front."

Hope for a bargaining agent election is buoyed by the policy of the Wagner administration in favor of collective bargaining for city employees. State legislation will be necessary before an election can be held, but in the meantime the Guild is seeking the voluntary check-off as a preliminary step.

## Call Growth Requirements 'Busy Work' in Waukegan

WAUKEGAN, Ill.—Members of the Waukegan high school unit of the Lake County Federation of Teachers, Local 504, indicated by more than four to one in a recent survey that they oppose compulsory professional growth requirements.

Answering questionnaires sent by the local, of which Benton Doherty is president, teachers opposing the plan indicated that many take work merely to satisfy requirements.

One teacher commented that "results, not hours, should form the criteria for professional growth," while another defined the present regulations as "busy-work."

### Call Subjects Unrelated

The type of subjects offered and approved by the Waukegan Township high school was attacked by some teachers as having no relation to many fields of teaching. A member of the unit listed jewelry, geography and law for the layman as examples.

Compulsory professional

growth requirements also were criticized for causing financial hardships. Some teachers recommended subsidization for courses taken, while one termed the present plan "financially ridiculous."

### Resent Forced Learning

All teachers who answered the questionnaire agreed on one point—that they would grow professionally if the present regulations were repealed. Some who oppose the use of compulsion indicated that the beneficial effect of growth requirements now suffers because of their resentment to forced learning.

The following methods were suggested as some of the best means of professional growth: Attendance at colleges, universities or night schools; travel; professional reading; active participation in professional organizations, workshops and conventions; work experience; lectures and travelogues; clinics, and work on local problems.



They kept the wheels of progress turning: Members of the A. F. of T. headquarters staff in the convention office included, from left, Marie Rogers and Catherine McGourty, secretaries to President Megel, seated; Joanne Willard, mimeograph operator; Bernie Blanchard, mailing department director; Lena Hults, office manager; Beverly Falk and Isabel Defaut, seated, assistants.





Newly organized Gadsden (Ala.) Federation of Teachers, Local 1241, receives charter, presented by Irving E. Fullington, former national vice-president of the American Federation of Teachers, currently president of the Birmingham Federation of Teachers. From left, R. Y. Hadaway, president of the Gadsden Building Trades Council; C. J. Daugherty, vice-president of the Alabama Federation of Labor; Richard Conner, vice-president of new Gadsden local; J. H. Kimberly, business agent for Electricians Local 136; Miss India Temple, president of Local 1241, and Mr. Fullington.

## 'Contributions' For Schools Hits Buyers of New Homes

OAK PARK, Ill.—Requests by school districts that subdividers add to the cost of new homes to help build schools will present new problems, according to Miss Mary B. Wheeler, Oak Park, Ill., legislative chairman, Illinois State Federation of Teachers.

Miss Wheeler said that the request made by the Northfield township school districts for contributions from builders of \$530.00 per home for educational and building needs might seem to be a reasonable request. But, she said, obviously this amount would be passed on to the purchasers of the homes.

**Diverts From Tax Formula**  
"Education in Illinois," Miss Wheeler said, "is financially supported by the state and local property taxation. The tax or assessment of whatever nature to support our public school system must be equitable and fall upon all people within the district alike."

"The request for the \$530 is evidently based on the theory that the school districts will not receive tax funds from any new home for a period of about two years.

"This time lag in having property appear on the tax rolls as improved as quickly as it is occupied is, of course, one of the defects of our revenue system which needs modernizing."

### Payments Held Illegal

She also asked how the "levy" would affect people who have no children or people who send their children to parochial schools. Previous owners had, of course, been paying taxes on the property.

The Attorney General of Illinois recently ruled that an ordinance enacted by the City of Park Ridge, requiring a \$300 per lot payment for the school building fund at the time of application for the building permit is illegal.



Snapped in a lighter moment at the Fort Wayne A. F. of T. convention: From left, Lewis Krandel, immediate past president, Chicago Teachers Union Playground Group; Charles J. Stahle, president, Lawrence (Mass.) Teachers Union, Local 1019; Paul Corey, Cleveland Teachers Union, Local 279, and Raymond L. Froehlich, A. F. of T. vice-president, and president, Rockford Federation of Teachers, Local 540.



Organization a Major Theme at Fort Wayne convention: From left, Veronica B. Hill of New Orleans, La., and Cecile Oliver of Portland, Ore., A. F. of T. vice-presidents, discuss problems with Peter Bockstahler, A. F. of T. organizer of Chicago.

## To a Student Teacher

By Jean Conder Soule

Psychology books  
And learned tomes—  
All the textbooks that  
A teacher combs

Are fine for training;  
Fine indeed.  
But the best text of all  
A teacher can read

Is found in the classroom  
Where thirty-five  
Squirming young rascals  
Alert and alive

Are bustling with energy,  
Bursting at seams  
With questions to answer  
By reams and reams!

So study your treatises.  
Learn them well;  
Coordinate reading  
And learning to spell.

Bone up on music,  
History and art.  
Remember your lessons;  
Learn them by heart.

But be sure to mix  
In some good common sense  
With psychology's teachings.  
Then get thee hence

To your new little charges,  
Whose respect you must earn.  
(But don't be surprised—  
You've a lot to un-learn!)



Taking a knotty Executive Council problem in stride: Miss Ann Maloney of Gary, Ind., A. F. of T. vice-president, snapped at Fort Wayne convention.

## Higher Salaries in Industry Cause Shop Teacher Shortage

By John Emmel\*

PITTSBURGH, Pa.—There is an acute shortage of vocational shop teachers, as any school personnel director is aware, and the why of the matter becomes painfully obvious with a little common sense reasoning.

Let us look at the two possibilities a skilled craftsman has open, first as a journeyman working at his trade, and then as a journeyman becoming a teacher.

The journeyman serves his time as an apprentice, usually four years. He is paid for his services while learning. On successful completion of his apprenticeship, he becomes a journeyman, and from then on, he receives the pay rate of his craft. As a foreman or group leader, he may receive more.

### Comparison of Earnings

Let us take the building trades as an example. The current rates (which vary slightly from city to city) will scale between \$3.25 to \$3.50 per hour, which for a forty-hour week, means \$130 to \$140 per week. For a year of fifty weeks that adds up to an annual wage of \$6500 to \$7000. The extra two weeks are vacation with pay in most cases.

Now let us consider the vocational teacher. Four years of apprenticeship and two years of journeyman experience are the considered minimum for trade teaching. In addition, certain college credit for state certification is necessary. In fact, most school districts insist on a baccalaureate degree plus a trade.

This is like asking a teaching candidate to spend four more years of apprenticeship in a college—without of course an apprentices' pay. Then, assuming all requirements have been met, four years of apprenticeship, two years of journeyman's work and a four year college course; that's ten years of preparation, what is the vocational teacher offered?

The same salary that the academic teacher is paid, namely a starting salary of \$3000 to \$3600, for a school year. A year is still a year whether one be a teacher or a plumber, and \$3600 divided by 12 is \$300 per month, or about \$75.00 per week!

### "Do I Look Crazy?"

The prospective vocational teacher looks at and analyses all this logically. Hear him: "I

should go to college for four years to work for \$50 a week less than I can get by working at my trade? Do I look crazy?"

Yes indeed, there is an acute shortage of vocational teachers, and the shortage will become greater. Older shop teachers are dying off, and there are no replacements. Until something drastic is done to teachers' salary schedules to bring them into line with competition, there aren't going to be any vocational teachers; there aren't even going to be prospective candidates.

Of course, the usual platitudes and mealy phrases about "Being in a profession," "Part of a high calling," "Serving Youth" and so on will continue, but fundamentally, I believe nearly all people would rather work at their trade for \$140 per week than teach that trade to others for \$75 per week.

### Increments Insufficient

After probationary periods, salary increments go into effect and, after eight or ten years a teacher reaches his maximum. In the highest paid districts this is now around \$5600 to \$5800 per year—still much less than what a journeyman earns after his time has been served.

I expect academic disagreement with this thesis, but no disagreement with the simple arithmetic. Competent vocational teachers are going to be in very short supply as long as the pay and salary differential is as great as at present.

## New Booklet Tells Needed Federal Aid

CHICAGO, Ill.—Inside Your Public Schools, a new booklet stating the increasing need for Federal Aid for Education, has just been issued by the American Federation of Teachers.

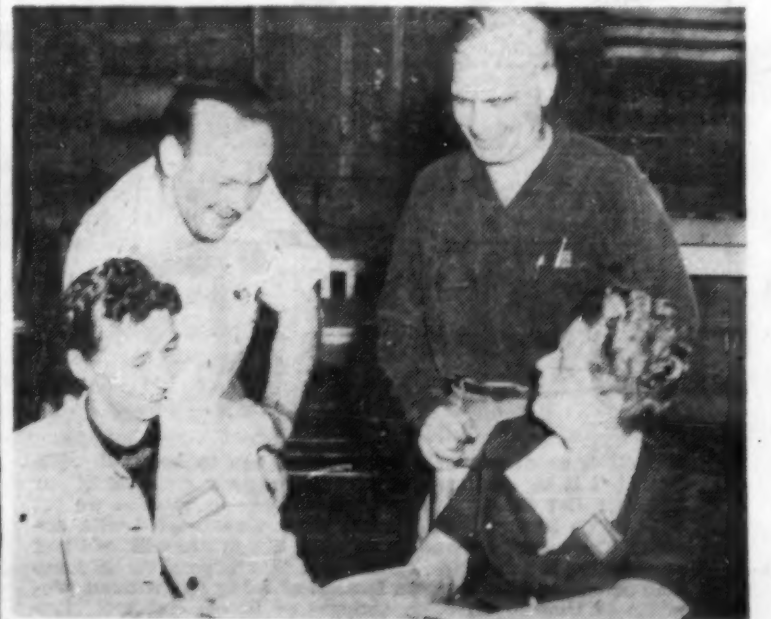
The booklet is suitable for distribution to both the laity and professional people by Locals wishing to do their bit in bringing about the logical answer to the school and teacher shortages.

It is handsomely done, in 12 pages and two colors, illustrated, and is of the size that may be mailed in a No. 10 envelope, or carried handily in one's inside coat pocket.

Chapters review the need for Federal aid for school construction, teachers' salaries and other purposes, and include one giving the answers to the eleven questions most commonly raised on the subject.

The back page lists 35 national organizations having an adult membership equal to more than half the number of people voting in the last national election which support Federal Aid for Education.

Copies of the booklet may be obtained from the American Federation of Teachers national office, 28 E. Jackson Blvd., Chicago 4, for \$2.50 per 100 copies.



Labor unity grows as C.I.O. leaders and A. F. of T. teachers discuss need for labor education in classrooms, at a U.A.W.-C.I.O. state teachers' institute at Port Huron, Mich. From the left, standing, Brendan Sexton, director of education, U.A.W.-C.I.O., and August Scholle, president, Michigan C.I.O. council. Seated, Antonia Kolar, president, and Mary Kistead, executive secretary, Detroit Federation of Teachers, Local 231.